

Program Authorization: Public Affairs Officer (PAO), Designator 1650, Active Component Direct Commissioning Program. Provides an opportunity for exceptional civilians and enlisted personnel the ability to apply for a commission as a Navy PAO through Officer Candidate School (OCS). BUPERS 314F is the 1650 Community Manager.

1. Program Authority: Title 10, United States Code 531, 532 and 533.
2. Cancellation: Program Authorization 103, August 2009.
3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) in the annual accession plan.
4. Qualifications:
  - a. Citizenship: Applicants must be United States citizens. This requirement cannot be waived.
  - b. Gender: No restrictions.
  - c. Age Requirements: Must be at least 19 years old and not have passed their 42<sup>nd</sup> birthday at time of commissioning. Prior qualifying service will be considered for year-to-year credit up to age 50.
  - d. Education:
    - (1) Minimum of a baccalaureate degree from an accredited institution with a cumulative GPA of 2.5 or higher (4.0 scale). Postgraduate education is preferred but not required.
    - (2) Desirable fields of study include: Broadcasting, Communications, English, Journalism, Marketing, Public Relations, Speech or related field; other liberal arts degrees and experience in a communication field will be considered.
    - (3) Waiver for educational requirements may be granted on a case-by-case basis by the PAO Community Manager with a recommendation provided by Navy Recruiting Command.
  - e. Physical: In accordance with the Manual of the Medical Department, Chapter 15. Selectees must maintain eligibility for worldwide assignment.
  - f. Duty Preference: Not applicable.
  - g. Marital status: No restrictions.
  - h. Program Specific Requirements:

(1) **Work Experience:** Military or civilian work experience should be similar to desirable fields of study, as discussed in paragraph 4.d.2. Military experience will only be validated by submission of an applicant's service record that must include all performance evaluations, positions held, and military training and education attended/completed. If applicable, include documentation concerning previous military service discharge. Civilian applicants should include a resume highlighting any public affairs related experience.

(2) **Interviews:** Applicant must submit 3 interview appraisals as part of the application. At least 1 interview must be conducted by a Navy active duty, reserve or retired PAO in the paygrades of O5 or above. The second interview may be conducted by a Navy active duty PAO in the paygrade of O4. The third interview may be conducted by any Navy officer in the paygrades of O5 or above.

(3) **Endorsements:** Endorsements by senior officers or senior enlisted, active duty, reserve, or retired may be included with the application.

(4) **Test Scores/Certifications:** A minimum score of 35 on Officer Aptitude Rating.

(5) **Personal Security Investigation:** A National Agency Check, Local Check investigation, or its equivalent, is required to be complete prior to commissioning.

5. Accession Source:

a. Civilians.

b. Enlisted personnel in the active or reserve component (Selected Reserves (SELRES) or Individual Ready Reserve) of any service of the armed forces. SELRES on extended or recall orders may apply but must complete their active duty obligation under current orders before being commissioned. Those serving on active duty, including Full Time Support (FTS) are not eligible to apply unless appropriate release is authorized.

c. Personnel of the other armed services with an approved interservice transfer.

6. Indoctrination: Selectees will attend OCS at Officer Training Command, Newport, RI, followed by the PAO Qualification Course at Defense Information School, Fort Meade, MD.

7. Enlistment: Civilians and Enlisted applicants in paygrades E4 or below, who are selected for this program are designated Officer Candidates and advanced to paygrade E5 upon reporting to OCS. Enlisted applicants in paygrades E5 and above are designated Officer Candidates in their present paygrades.

8. Appointment: Ensign, U.S. Navy, PAO, Designator 1650.

9. Service Obligation:

a. Selectees will incur a 4-year Active Duty obligation from date of appointment. The obligation commences upon commissioning.

b. The balance of service, sufficient to complete 8 years of total obligated service may be served in a Ready Reserve status.

10. Pay and Allowances: Upon commencing OCS, Selectees will receive pay and benefits based on paygrade outlined in paragraph 7.

Approved: \_\_\_\_\_



K. A. McCABE, RDML, USN  
Director, Military Personnel  
Plans and Policy Division (N13)

Date: \_\_\_\_\_

29 AUG 2016